

JOB DESCRIPTION	
Job title:	Mid Developer
Team/Department:	Business Intelligence and Analytics/ IT
Location:	Remote hybrid (occasional travel to Ashford Kent)
Hours of work:	37.5 hours (plus systems out-of-hours on-call)
Job title the post holder will report to:	Head of Business Intelligence & Analytics
Job titles reporting to the post holder:	None
Date the role profile was revised:	January 2024
<p>JOB PURPOSE</p> <p>As a Mid Developer, your primary mission is to lead and guide the development and optimisation of IC24’s software solutions. You will be pivotal in designing, developing, and maintaining high-performance applications crucial to our business operations.</p> <p>Your responsibilities include developing complex backend systems and ensuring seamless integration with databases, APIs, and other critical components. You will optimise application performance, uphold data integrity, and fortify security measures to protect sensitive information.</p> <p>Moreover, you'll actively collaborate with cross-functional teams to define interfaces and data models, ensuring alignment with project requirements and overall business objectives. Your deep understanding of .NET technologies will enable you to craft maintainable and extensible code that promotes reusability and scalability.</p> <p>Furthermore, you'll occasionally contribute to front-end development tasks, ensuring a seamless end-to-end user experience.</p> <p>In addition to your technical responsibilities, you'll mentor and guide junior team members, fostering their growth and expertise. Your leadership and experience will be instrumental in elevating our development practices, driving innovation, and ensuring the successful delivery of mission-critical applications aligned with IC24’s overarching goals.</p>	
<p>KEY RESPONSIBILITIES AND ACCOUNTABILITIES</p> <ul style="list-style-type: none"> • Guide critical software solutions' design, development, and optimisation, ensuring high-performance and efficient applications. • develop complex systems, integrating databases, APIs, and other components seamlessly to deliver reliable and scalable software. 	

- optimise application performance, upholding data integrity, and enhancing security measures to safeguard sensitive information.
- Actively collaborate with cross-functional teams to define architecture, interfaces, and data models, ensuring alignment with project requirements and organisational objectives.
- Ensure data integrity and accuracy, particularly in critical data records, by implementing rigorous data validation and quality control measures and proactively resolving data-related issues.
- Contribute to front-end development tasks, ensuring a seamless end-to-end user experience and user-friendly interfaces.
- Stay current with industry best practices, technological advancements, and relevant guidelines to evolve software development effectively, aligning with the organization's evolving needs and standards.
- Take accountability for software systems' performance, reliability, and security, ensuring timely issue resolution and preventing disruptions.
- Lead efforts to establish and maintain comprehensive documentation practices, fostering effective knowledge sharing within the development team and across relevant departments.
- Provide emergency on-call as agreed and in accordance with the contract of employment.
- Undertake any other duties which may reasonably be required, commensurate with the role, bearing in mind the developing needs and demands of the company.

COMMUNICATION AND KEY WORKING RELATIONSHIPS

The post holder must be able to demonstrate excellent communication and interpersonal skills at all times and build and maintain good working relationships with all stakeholders.

ENVIRONMENT

IC24 is a major not for profit Social Enterprise company currently providing innovative primary care services designed to deliver quality and affordability. IC24 is solutions-focused, providing a comprehensive portfolio of services aimed at improving access and reducing the demand on secondary care services by helping to avoid unnecessary admissions and facilitating early discharge.

Going forward, the company is committed to supporting and enabling better integration between health and social care and more effective alliances between partners from different sectors as essential to delivering seamless services. IC24 has considerable experience of working in complex, demographically challenged environments and the Board is keen for the organisation to be proactive in improving standards of care and patient safety, while delivering value for money too in the health economies it which it operates. Critical to this is

building strong professional relationships and alliances with third parties; working with them in a way that maximises the benefits of their involvement.

We are proud of our status as an NHS primary care social enterprise, and how we deliver social value to the communities we serve and contribute to the wider NHS plans to deliver carbon 'Net Zero' and sustainability. To find out more on this and to view our Social Impact Report, please click [here](#).

HEALTH AND SAFETY

The post holder will be required to comply with the duties placed on employees of IC24 as set out in the Health and Safety at Work Policy and related procedures. The post holder has a legal obligation to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice.

All Colleagues

You have a duty to take care of your own health and safety and that of others who may be affected by your actions at work. You must cooperate with managers and other colleagues to help everyone meet their legal requirements under health and safety law, and not to interfere with or misuse anything that's been provided for your health, safety, or welfare.

Managers

You must ensure you know and understand your responsibilities as defined in our health & safety policies and associated guidance documents. You must identify and assess any risks to people, property, or the environment and ensure all colleagues you have responsibility for, are aware of all our health and safety policies, understand issues arising from risk assessments, site inspections etc. and deal with any associated concerns. You must ensure that all accidents or incidents involving colleagues within your responsibility, are properly reported, and investigated and that regular inspections are undertaken and recorded to eliminate potential hazards and minimise risks.

Directors

You must ensure that all colleagues and teams within your region and/or department(s), effectively manage health and safety in line with all our health & safety policies and guidance documents.

EQUALITY AND DIVERSITY

IC24 has a Diversity and Inclusion Policy to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of disability, marital status,

sex, race, colour, nationality, ethnic or national origin, sexual orientation, age, religion or political opinion, whilst attracting talented recruits and retaining experienced employees.

IC24 is committed to promoting equal opportunities and diversity and will keep under review its policies, procedures and practices to ensure that, in addition, all users of its services are treated according to their needs.

INFORMATION GOVERNANCE

Information is vitally important for the safe clinical management of patient care and the efficient administration of services and resources, including our workforce. Information Governance is a framework to enable IC24 to handle personal and corporate information appropriately.

It is the responsibility of our entire workforce, regardless of employment status, to ensure they abide by the requirements of Information Governance as set out in the Data Security & Protection Policy.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

IC24 is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All colleagues and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

DISCLOSURE AND BARRING SERVICE CHECKS

IC24 will require a DBS check for appropriate roles which is a mandatory requirement and a condition of the employment offer.

All posts are assessed on their eligibility for the post holder to be required to undertake a DBS check. For posts that have been assessed as exempt from the provisions of the Rehabilitation of Offenders Act 1974, IC24 will require the post holder to undertake an enhanced DBS check with barred list checks. For posts that have been assessed as being in a position of trust, IC24 will require the post holder to undertake a basic DBS check.

This post has been assessed as requiring a basic DBS check.

REHABILITATION OF OFFENDERS ACT 1974

Some posts have been assessed as being exempt from the provisions of the Rehabilitation of Offenders Act 1974 and in these cases IC24 will require the post holder to disclose all convictions, whether spent or unspent.

This post has been assessed as not being exempt from the provisions of the Rehabilitation of Offenders Act 1974; therefore, the post holder is not required to disclose any spent convictions.

PERFORMANCE AND DEVELOPMENT REVIEW

This job description will be used as a basis for conducting an individual Performance and Development Review between the post holder and the manager.

VARIATIONS

This job description describes the main purpose and key responsibilities and accountabilities of the post. The post holder may be required to undertake any additional duties or responsibilities as may reasonably be required.

This job description is a guide to the nature and main duties of the post as they currently exist, but it is not intended as a wholly comprehensive or permanent schedule and it is not part of the contract of employment.

To reflect changing needs and priorities, some elements of this post may be subject to change and where required, any appropriate communication or consultation with the post holder will be undertaken prior to making any changes.

PERSON SPECIFICATION

Requirements	Essential	Desirable	How identified
Qualifications and training	Educated to degree level or equivalent professional experience	Microsoft Certified Application Developer	Application
Experience	<p>5+ years' experience as a Software Developer</p> <p>Sound knowledge and experience of the development of Web Services using WCF and WebAPI</p> <p>Sound knowledge and understanding of C# and the .NET Framework, and experience of TDD and Unit Testing (using NUnit or similar)</p> <p>Sound knowledge of design patterns and practices such as OOP, MVC, MVVM, CI and CD</p> <p>Use of ALM toolsets such as JIRA, & Github for work item tracking, source control and continuous integration</p> <p>Knowledge of defensive coding techniques and security concepts such as OWASP</p>	<p>Knowledge of CI/CD using tools such as Git, Octopus</p> <p>Knowledge of the Health Level 7 (HL7) messaging standards</p> <p>Sound knowledge and understanding of Web technologies, specifically HTML5, JavaScript and jQuery</p> <p>Experience in leveraging Federated Authorisation using OAuth using OpenID, ADFS or similar</p> <p>Good knowledge of Windows Server and related components such as IIS</p> <p>Experience in integrating with 3rd party solutions via API libraries, messaging, and web services</p> <p>Experience with Messaging transports such as MSMQ or Azure ServiceBus</p> <p>Knowledge and experience in development on a Windows platform using WPF with a MVVM framework</p>	Application/Interview

Requirements	Essential	Desirable	How identified
General	<p>A passion for Software Development with an eye for detail</p> <p>Ability to work to tight deadlines</p> <p>Excellent planning skills</p> <p>Understands the Data Protection Act and its implications for holding patient information</p> <p>Ability to communicate effectively and clearly with staff at all levels on complex business or clinical processes</p> <p>Ability to learn new technologies and IT systems quickly and through specialist training courses and self-study</p> <p>Ability to organise own work effectively and work on own initiative</p> <p>Ability to analyse and resolve complex IT issues</p> <p>Ability to liaise with stakeholders to understand business processes and requirements to suggest solutions that offer meaningful improvement and return on investment</p> <p>Professional, positive, confident, and flexible approach to work and able to work under own initiative whilst being an</p>	<p>Skilled in application or web development using suitable IDE and programming language</p> <p>Ability to innovate and provide functional applications with intuitive interfaces</p>	<p>Application/Interview</p>

Requirements	Essential	Desirable	How identified
	<p>effective member of a multi-disciplinary team</p> <p>Able to establish good working relationships with people at all levels</p> <p>A determined and self-motivated individual</p> <p>Able to work with several Projects within agreed time scales</p> <p>Mentor Junior Developers and other team members</p> <p>Attention to detail is crucial</p> <p>Ability to adapt to a rapidly changing business environment which will include learning new technologies</p>		